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ROLE OF THE FEMALE PROFESSIONAL

The considerable proportion of female professionals used in the DDI suggests a comparison of their record with that of their male counterparts.

[REDACTED] 25X1

Based on those still working in the DDI, the source of these are predominately direct college recruitment, which accounts for 57%, and private business, 14%. Lateral transfers, other Federal, and CTP each account for another 8% (Table 8-F).

Once on board, these ladies do not stay on the job nearly as long as do the men. [REDACTED] who EOD'd in the last five years, half are already gone (Table 5-F). This 50% attrition record compares to 29% for the men. The over 70% attrition rate for the female professionals who EOD'd in 1963 and 1964 is especially high. Attrition of those hired as recently as 1967 runs 25%. 25X1

Reasons given for separation of females are significantly lower in each category, except personal and family. As might be expected this category figures most importantly, the specific reasons usually being marriage or maternity:

<u>Cause of Attrition</u>	<u>% Total</u>	<u>% Male</u>	<u>% Female</u>
Involuntary			
Better opportunity			
Return to school			
Job dissatisfaction			
Personal/family			
Military			

[REDACTED] 25X1

Comparative figures on performance ratings also disclose differences. The proportion of proficient and below ratings given to males and females is the same. In the high end of the scale, however, supervisors give a greater proportion of the males higher ratings. Whereas 4% of the males were given outstanding ratings for actual over-all performance, less than 1% of the females were (indeed only 1 out of 177).

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55% of the males were given ratings of strong or better versus 48% of the females. In OCI, the difference was very pronounced, with 55% of the males rated strong or better versus 7% of the females (Tables 18-F & 18-M).

This difference carried over in ratings assigned for over-all potential (Table 21-F):

<u>Rating</u>	<u>% Male</u>	<u>% Female</u>
Outstanding		
Above average		
Average		
Below average		
Weak		

25X1

Even more pronounced were the indicated differences in potential for attaining GS-15 or Supergrade level responsibility (Table 22-F):

<u>Potential</u>	<u>% Male</u>	<u>% Female</u>
GS-15		
Supergrade		

25X1

Attachment

Table 4/5-M
 4/5-F
 5-F < 6-7
 8-F
 18-M
 18-F
 21-F
 22-F

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